

GENERAL

Ordinance Fact Sheet

180890

Ordinance Number

Brief Title
Administrative Code Changes

Approval Deadline

Reason

Details

Reason for Legislation

To outline the options associated with the conversion and processing of sick leave to vacation in conjunction with Ordinance No. 180891, which establishes the Post Employment Health Plan.

Positions/Recommendations

Details:

Adds a provision to clarify that eligible employees that participate in the new Post Employee Health Plan (PEHP) are compensated upon retirement for any remaining excess vacation leave that is not contributed to the PEHP.

Also, adds a provision to further clarify that these retiring eligible employees who participate in the PEHP will convert their accrued and unused sick leave at a ratio of two hours of sick leave to one hour of vacation (50% conversion).

The payout of sick and vacation leave was previously done after the employee had left City service; under this provision it can now be paid out with the last paycheck earned by the employee prior to their separation from service.

Sponsor	Human Resources
Programs, Departments, or Groups Affected	All
Applicants / Proponents	Applicant Human Resources City Department All Other
Opponents	Groups or Individuals None Known Basis of opposition
Staff Recommendation	<input checked="" type="checkbox"/> For <input type="checkbox"/> Against Reason Against
Board or Commission Recommendation	By <input type="checkbox"/> For <input type="checkbox"/> Against <input type="checkbox"/> No action taken <input type="checkbox"/> For, with revisions or conditions (see details column for conditions)
Council Committee Actions	<input type="checkbox"/> Do pass <input type="checkbox"/> Do pass (as amended) <input type="checkbox"/> Committee Sub. <input type="checkbox"/> Without Recommendation <input type="checkbox"/> Hold <input type="checkbox"/> Do not pass

(Continued on reverse side)

Details

Is it good for the children? Yes

How will this contribute to a sustainable Kansas City?

Allows us to move forward with the goals and objectives of the entire City.

Policy/Program Impact

Policy or Program Change	<input type="checkbox"/> No <input type="checkbox"/> Yes
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Finances

Cost & Revenue Projections -- Including Indirect Costs	
Financial Impact	See Attached Fiscal Note
Fund Source (s) and Appropriation Account Codes	19__ Budget, Page ____ Unbudgeted, Appropriation ____ Fund 00-000-00-0000-A0000

(Use this space for further discussion, if necessary)

Applicable Dates:

Fact Sheet Prepared by:

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Date 11-21-18

Reviewed by:

Gary O'Bannon
Director of Human Resources

Reference Numbers